

## **Impact of Green Human Resource Management Practices on Employees' Job Commitment: With Reference to Apparel Industry in Sri Lanka**

M.D.M. Prabhashini, J. Siyambalapitiya\* and U.A.S.Yapa

*Department of Management Sciences, Uva Wellassa University, Badulla, Sri Lanka*

The need for a proactive approach has been emerged due to the increased environmental effect caused by businesses in various means. Therefore, most of the businesses tend to transform their business processes into the green. In that process transforming human resources of the business organizations into the green is crucial. Yet few pieces of research related to the Green Human Resource Management have been carried out in Sri Lankan context. As this field of study is still young, to bridge the gaps in the existing literature this study was carried out to investigate the awareness, level of adaptation of Green Human Resource Management practices in the Sri Lankan Apparel Industry and the impact of Green Human Resource Management Practices on employees' job commitment. A quantitative research design was adopted in the research. Self-administered questionnaires were distributed to collect data. A convenient sampling technique was used to select 150 managerial level employees as the sample, getting 50 employees from each top three key players in the industry. Findings revealed that green employee empowerment and participation and green training and development have a very high level of adaptation in the Sri Lankan apparel industry. Moreover, a significant impact of both green recruitment and selection and green training and development on the employees' job commitment was identified. To create sustainable development in the environment further adaptation of Green Human Resource Management Practices is essential.

*Keywords:* Green human resource management, Green human resource management practices, Job commitment, Sustainable development